BEREA, KY Human Rights Commission

Regular Meeting

June 3, 2013

Meeting Minutes

The Berea, KY Human Rights Commission held its regular, monthly meeting on Monday, June 3, The meeting was attended by:

Attendees: Lisa Vaughn, Carla Gilbert, Jon Rogers, Bryan Thomas and Paula Dunson

Absent: Mae Suramek, Richard Bellando

4 guests were in attendance

Prior to the official meeting being held a work session of approximately 45 minutes was held by two committees of the commission, the By-laws committee and the Ordinance Draft committee. Each worked to complete their tasks of drafting documents for the full commission to review and advance.

Bryan Thomas reported that he had talked with the Mayor of the Town of Vicco and that Tuesdays are generally open for him.

At approximately 7:15 the meeting was called to order by Chair Lisa Vaughn. A review of the minutes from the May meeting determined that the minutes were accurate. Carla Gilbert moved to accept the minutes and Paula Dunson seconded. Unanimous approval was offered by the commission.

There was initial discussion by the Chair regarding the website of the Commission during which she reported that she had spoken to the Mayor and the result was that the Commission is able to use the City's website to post minutes and other announcements as they are needed.

Lisa called upon the By-laws Committee to report the results of their work and Jon Rogers provided a draft document that had been produced through their efforts. The Committee requested additional input, and discussion was held, on 5 items that the Committee could not settle upon. Upon completion of that discussion there was agreement on the totality of the document and the Chair called for a vote to ratify and adopt the By-laws in the revised form. Carla made a motion to accept the By-laws, Bryan seconded and upon unanimous approval the By-laws of the Commission were approved. A final version is attached hereto and incorporated into the minutes.

Upon recommendation of the By-laws Committee the Chair will consider the appointment of a follow-up committee to address the need for Complaint Procedures. There was some discussion among the Commission about the nature and content of what the Complaint Procedures would need to encompass.

The Chair then called upon the Ordinance Draft Committee to report on their work on a Non-Discrimination/Fairness ordinance recommendation to the City Council. Chair Vaughn reported that the Committee expects to put forth a document that makes 5 points as primary reasons why the City Ordinance should be changed to include protections for all:

- 1. Practical need for legal authority to execute the directives of the City Council.
- 2. Practical need to extend the jurisdiction of existing non-discrimination law
- 3. Practical need to ensure consistency between non-discrimination ordinance and other City policies that provide for the rights of all individuals, regardless sexual orientation or gender identity. These include the City's employment non-discrimination policy; and, domestic-partner benefit policy for City employees, regardless of sexual orientation.
- 4. This request to revise existing non-discrimination policy does not deviate from the majority opinion of area citizens. While we, as the Human Rights Commission, recognize that concerns of civil rights have never been subject to the directives of majority opinion, it is responsible to acknowledge the current state of researched local opinion on this matter.
- 5. Unanimous Consent of Berea Human Rights Commission.

Please see the attached document.

As part of this discussion it was suggested that a timetable could have the HRC requesting time on the agenda of the City Council's meeting on July 16 if the timing worked out.

It was noted that the next regularly scheduled meeting of the HRC is on July 1, 2013 at 6:30pm.

There was a question and from the public and some discussion about city council outreach and the timing of taking recommendations to the City Council. It was generally agreed that some prior discussion with council members was needed so that they were given advance notice that the HRC was planning to attend a meeting soon to make its recommendations for an ordinance and that they were not caught off-guard regarding the recommendations of the HRC. The HRC has taken this advice under advisement.

There was a question and suggestion from the public about the need for completion of complaint procedures prior to engaging the City Council. This included that the HRC should make it known where and how complaints can be filed. Again, the HRC has taken this under advisement.

Motion was requested by the Chair and made by Bryan, seconded by Paula and unanimously approved to adjourn the meeting.

Prepared by Jon Rogers Secretary/Treasurer